



# **Mobilizing local churches to transform lives and communities In the Name of Christ**



# Launching Into Our Future

## ANNUAL REPORT 2021

2021 was a year of innovation—marked by adaptation and exploration. It was a year of strengthening our foundations and exploring what kind of launching points those foundational investments might make possible. We asked ourselves:

**HOW CAN WE BEST SUPPORT AND ELEVATE EACH OF OUR LOCAL LOVE INCS AS THEY WORK TO MOBILIZE CHURCHES IN A POST-PANDEMIC WORLD?**

**HOW CAN WE MAINTAIN THE AGILITY WE ALL ASCERTAINED IN 2020 AND USE WHAT WE'VE LEARNED TO CONTINUE PUSHING OUR MINISTRY TO THE NEXT LEVEL?**

Then, as we leaned in and listened to God's leading, new opportunities for growth arose. We found new ways of walking alongside our local Love INCs and connecting them with one another. Our National Gathering returned after an almost two-year break. We wrapped up an 18-month rebranding project that featured a new logo for the first time in almost 20 years, as well as a plethora of templates and supporting materials so we can support our affiliates' marketing efforts like never before.

This is what Love INC National was created for, and it's our joy and honor to be able to support the transformational work of our local affiliates in the best way possible.

As you read through this year's annual report, we hope you are as excited for the future of the Love INC Movement as we are. Thank you for your interest, involvement, and support. Together—we are launching communities all across the United States and Kenya toward a world where Christian churches are united in purpose and fully engaged in actively living out their faith by lovingly serving people in need in their communities.

Together in Christ,

Kirk Vander Molen  
Executive Director, Love INC National

Will Kendall  
Board Chair, Love INC National



**Kirk Vander Molen**  
Executive Director,  
Love INC National



**Will Kendall**  
Board Chair,  
Love INC National



# One Step at a Time

When Jen first reached out to Love INC of Van Wert County in Ohio a few years ago, she was so distraught that it took several calls to fully hear her story. She had been through many really difficult things; including health issues that left her in pain, an abusive husband, and the loss of a son. Yet, while those early conversations were incredibly difficult for her, Jen slowly started opening up and trusting us more. Volunteers delivered her meals and a care package, a partner church helped with auto repairs, and a crew of volunteers helped her move to a new place. Three volunteers in particular dedicated themselves to reaching out to Jen through cards, phone calls, and occasional gifts of encouragement.

While the process has been slow, over time they have seen glimpses of transformation in Jen. And when they recently helped her move to a new place, one of the volunteers who had helped with her first move several years ago was amazed at the difference he saw in Jen.

Investing relationally is often a slow, messy process. Yet, as Love INC of Van Wert County Executive Director, Erica Petrie shared: “We just keep moving forward, trusting the Lord to do a good work—in both the volunteers serving In the Name of Christ and in those we have the privilege to walk alongside for a little while. We don’t know the ending or what is going to happen along the way... but God does.”

**“Compassion is not just meeting a physical need, but being physically present in someone’s time of need.”**

-Lois Tupy, Redemptive Compassion®

# Affirming the Potential of Every Person

When Jane Imali, a single mother of 5, visited her church in search of food for her family, she was greatly disappointed to find that they had run out. Not wanting to leave her empty handed, their secretary connected her with Love INC, who invited her to their offices to learn more about her situation.

Jane shared, “The reason why I am in need is because I used to wash clothes for people. However, when Covid came, most of my clients lost their jobs, and they could do their laundry, while others didn’t want anyone visiting their house in case they might have Covid. The few who allowed us to wash their clothes paid us little and it was not enough even for food. Life has become unbearable for me and my children as I have no other source of income.”

Eager to walk alongside Jane in a holistic manner, Love INC of Kenya gave her food for two weeks, but also asked her questions on what she could do as a person to be able to feed her family. After thinking about it for a week, she visited the office and shared her dream of selling roasted groundnuts and omena.

“They listened to me and advised me that they would connect me with someone to teach me business skills and how to manage the business. After I was trained, I was gifted with njugu 2kg for selling at a price of ksh400 and I got a place on the roadside.”

Along the way, Jane continued sharing her progress with her friends at the Love INC office, who encouraged and prayed with her.

“From the sale of the njugu, my family has never slept hungry and together with the money I receive from washing clothes and cleaning houses, I am able to pay my rent.”

Now, Jane is working on expanding to sell omena using the same skills she learned before.

I am so grateful to God for connecting me with Love INC. I was so low in my life and had lost the meaning of being alive, but now my life has changed. I am so grateful to everyone who gave resources from food, njugu, mattresses, business training, and prayers. My life is different because of your giving.”



Gladys Ngoshi,  
National Director,  
Love INC Kenya



Kenyan Needs Met

**17,783**

Kenyan Volunteers Engaged

**1,343**

Kenyan Church Partners

**139**

# The Love INC Movement

EAGLE RIVER, AK  
JUNEAU, AK  
KENAI PENINSULA, AK  
TUSCALOOSA COUNTY, AL  
SIERRA VISTA, AZ  
ESA FRESNO, CA  
GREATER MERCED, CA  
MADERA, CA  
MANTECA, CA  
SACRAMENTO, CA  
SOUTH BAY, CA  
SOUTH SAN JOSE, CA  
TULARE COUNTY, CA  
LITTLETON, CO  
YAMPA VALLEY, CO  
MID-DELMARVA, DE  
BREVARD COUNTY, FL  
BROWARD, FL  
HEART OF FLORIDA, FL  
METRO TAMPA, FL  
SOUTHWEST FLORIDA, FL  
SUWANNEE COUNTY, FL  
CEDAR VALLEY, IA  
GREATER O'BRIEN COUNTY, IA  
MAHASKA COUNTY, IA  
SIOUX COUNTY, IA  
BOISE COMMUNITY, ID  
KOOTENAI COUNTY, ID  
TREASURE VALLEY, ID  
WASHINGTON COUNTY, ID  
DEKALB SYCAMORE, IL  
FULTON COUNTY, IL  
LAKE COUNTY, IL  
TINLEY PARK, IL  
VERMILION COUNTY, IL  
WESTERN SUBURBS-CHICAGO, IL  
ADAMS COUNTY, IN  
BOONE COUNTY, IN  
GREATER HAMMOND, IN  
GREATER HANCOCK COUNTY, IN  
HUNTINGTON COUNTY, IN  
OTTAWA COUNTY, KS  
LAFAYETTE, LA

NORTHEAST OTTAWA COUNTY, MI  
COPPER COUNTRY, MI  
LITTLE TRAVERSE BAY, MI  
GENESEE COUNTY CHURCHES, MI  
GRATIOT COUNTY, MI  
GREATER LAPEER, MI  
GREATER LIVINGSTON AREA, MI  
HILLSDALE COUNTY, MI  
JACKSON COUNTY, MI  
MUSKEGON COUNTY, MI  
NEWAYGO COUNTY, MI  
NORTH OAKLAND COUNTY, MI  
NORTHWEST ALLEGAN  
COUNTY, MI  
OCEANA COUNTY, MI  
OSCODA COUNTY, MI  
WEST MACKINAC COUNTY, MI  
WEXFORD AND OSCEOLA  
COUNTY, MI  
SOUTH KENT COUNTY, MI  
BIG WOODS, MN  
DOUGLAS COUNTY LAKES AREA,  
MN  
EASTERN CARVER COUNTY, MN  
HEARTLAND, MN  
WORTHINGTON, MN  
CLAY COUNTY, MO  
DILLON AREA, MT  
GALLATIN COUNTY, MT  
HEART OF MONTANA, MT  
YELLOWSTONE COUNTY, MT  
LAKES REGION, NH  
OTERO COUNTY, NM  
GREATER GOWANDA, NY  
MID-HUDSON, NY  
SOUTHERN CHAUTAUQUA  
COUNTY, NY  
SPRINGVILLE, NY  
CUYAHOGA COUNTY, OH  
GREATER HOLMES COUNTY, OH  
GREATER MANSFIELD, OH  
HARDIN COUNTY, OH  
LORAIN COUNTY, OH  
MARION COUNTY, OH  
MEDINA COUNTY, OH

VAN WERT COUNTY, OH  
WAYNE COUNTY, OH  
GREATER CUSHING, OK  
BENTON COUNTY, OR  
CLACKAMAS COUNTY, OR  
GREATER HILLSBORO, OR  
LINN COUNTY, OR  
NEWBERG AREA, OR  
NORTH MARION COUNTY, OR  
TIGARD-TUALATIN-  
SHERWOOD, OR  
GOLDEN RULE, PA  
GREATER HERSHEY, PA  
LANCASTER COUNTY, PA  
TITUSVILLE, PA  
UNION CITY-SPARTANSBURG-  
CORY, PA  
WEST ERIE COUNTY, PA  
BLACK HILLS, SD  
GREATER CANTON, SD  
ANGELINA COUNTY, TX  
NACOGDOCHES, TX  
CHARLOTTESVILLE  
ALBEMARLE, VA  
STAUNTON WAYNESBORO  
AUGUSTA, VA  
BELLINGHAM-WHATCOM  
COUNTY, WA  
COWLITZ COUNTY, WA  
LEWIS COUNTY, WA  
MASON COUNTY, WA  
SKAGIT COUNTY, WA  
YAKIMA, WA  
SHEBOYGAN COUNTY, WI  
SOUTH WOOD COUNTY, WI  
NAIROBI, KENYA  
MOMBASA ROAD  
THIKA ROAD  
NGONG ROAD  
KARENGATA  
KARURA  
JOGOO ROAD  
NAKURU CITY, KENYA  
GILGIL, KENYA  
MAI MAHIU/LONGONOT  
ZONE, KENYA

# Adapting to the Age of Agility

In 2021, as the world continued to work to adapt to the digital leap our new normal required, agility was never more important. Fortunately, Love INC National was up for the challenge. From developing a fully virtual Executive Director retreat to our first hybrid (in-person and online) National Gathering, we bent and flexed and found beautiful opportunities for connection and advancement around every turn. Here are a few of the ways we innovated in 2021:

## Highlighting Mental Health

Caring for mental health in the workplace looks different in a digital age, so upon seeing the need, Love INC National developed our first virtual retreat for Love INC Executive Directors in May 2021. During our time together, Jennifer Dukes Lee, author of *Growing Slow*, guided 85 Executive Directors through a much needed time of rest, respite, and encouragement. Additionally, we launched a half-day “Trauma Informed Care” training as a Day Zero option for the 2021 National Gathering and were able to support over 88 leaders in this important work.

## Strengthening our Foundations with Strategic Staffing

It’s no secret that Love INC is driven by people who love to care for and serve others. Organizationally, it is led by staff who combine that drive with talent, knowledge, and experience. It’s a team effort, and teams work best when people’s roles match their gifts and the needs of the organization. That’s why, this year we were excited to promote Lora Petitt from Director of Affiliates to Senior Director of Program Development. Lora has been with Love INC for 19 years, and we were excited to continue leaning into her leadership as she oversees key infrastructure needs related to training/serving affiliates, seeks out organizational partnerships, and much more. Katie Popp was also promoted this year from Associate Director of Operating Affiliates to Director of Affiliates. As Director of Affiliates, a few of Katie’s specific responsibilities include: oversight of training content; recruitment/training/support of trainers and facilitators; affiliate transition support; and oversight of the new affiliate development process. In addition to Lora and Katie’s new roles, Joey Spiegel added responsibilities related to board resource support for operating affiliates to his role, and we were thrilled to hire full-time IT/Data Specialist, John Cochrane, who has already played a critical role in automating processes and enhancing our ability to manage data.

## Expanding Our Support + Training Offerings

In 2021, our training team had a clear goal of firming up our approach and offerings so that we could achieve greater consistency, integrity, and strength across the entire Love INC Movement. We moved our offerings forward by revamping our Clearinghouse Training on Demand course, updating numerous class training manuals, and creating online information hubs for each primary training—while remaining adaptable to the cultural environment we were living in. We modeled putting people first by reworking our in-person trainings into virtual classrooms and moved to all virtual trainings for the first three quarters of the year. It was an incredible undertaking but we couldn’t have been happier with the results:

“This is the first organization that I have worked for that has such a thought-out onboarding plan for new leadership. It is obvious that Love INC National is committed to doing everything that they can to support success. The resources provided on the Affiliate Resource Center were very helpful in preparing us for the upcoming session. Class size was appropriate (four new E.D.’s) which supported valuable participation and sharing. The trainers were experienced, knowledgeable and compassionate. They were available for us throughout the 17 weeks if we had questions or needed additional resources, and they responded to emails so efficiently.”

—Theresa Hartman, Executive Director, Love INC Dillon Area, MT

## Launching a New Logo + Brand Resources

Throughout 2021, Love INC National worked hard to develop a new look and logo that would provide a launching point for revitalized brand promotion and consistency across the entire Love INC Movement. This included new and improved marketing materials and systems that allow for greater resourcing and sharing. Designed to be approachable to a broader demographic, Christian-forward, and mission-centric, this new logo is part of our ongoing commitment to the advancement of our mission and will position us well for our future. In addition to the new logo, a catalog of ready-to-use resources, such as brochure templates, website templates, promotional videos, social media graphics, and more launched in January 2022 and has already begun to play a significant role in enabling Love INCs across the country to speak about our shared mission in one clear, consistent voice.



# Leaning Into a New Generation

One of the most exciting launch stories we came across this past year was the first young adult to finish the Bike T.R.A.K. program at Thrive Adventure Retail Store, a ministry of Love INC of the Black Hills in South Dakota. Thrive Youth is a hands-on, faith-based life skills employment program for youth ages 14-17, set in an outdoor adventure retail environment. In this program, participants learn employer expectations by working alongside adult mentors. Bike T.R.A.K. is a specific initiative within this program that provides the resources and knowledge to be successful in the shop, in life, and in the future.

“Jack, age 14, is the first young adult to finish the bike T.R.A.K. program. When he first started working at Thrive a year ago, he had no prior experience with bikes. Through Jack’s time spent at Thrive he has learned, among many other things, how to fix a bike and gained multiple skills including coding, business management, pricing, and people skills. When at Thrive, Jack gets the chance to interact with other people, and that’s a huge benefit for him. Jack no longer feels afraid to ask questions about things he doesn’t understand and feels comfortable going to his mentors at Thrive for the answers.”

—Interview and write up by Olivia, T.R.A.K. Youth Participant

While Jack continues to thrive, students like Ben, a 12-year-old who has been helping in the Bike T.R.A.K. for a couple months, continue learning and growing. He’s refurbished and cleaned bikes, changed tires, and adjusted bike mechanics.

But these stories aren’t where the story ends. Stories like the above, make stories like this possible:

**“We drove past but didn’t know much about the program at the time. We were looking for bikes for my foster children, so we checked Thrive. The staff was fabulous about finding the right bikes for my boys.”**

—Sarah (Foster Mom), Jacob (13), Tom (12)

Teaching youth in their community to serve and bless other youth in their community is the heart of mutual flourishing. May God bless and grow this amazing program even more.



# Financial Position

## STATEMENT OF FINANCIAL POSITION July 1, 2020-June 30, 2021

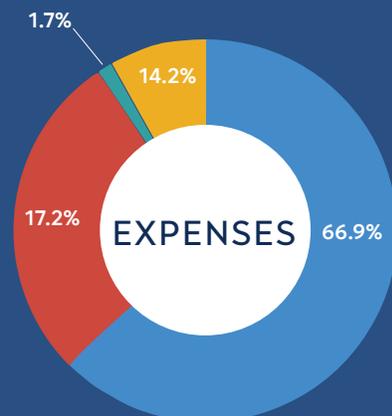
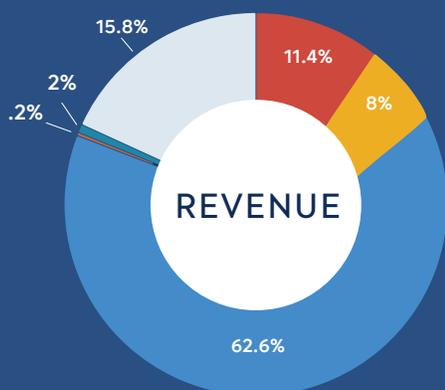
### ASSETS

CURRENT ASSETS	
Cash + Cash Equivalents	\$ 603,233
Investment	\$ 60,550
Accounts Receivable	\$ 73,096
Pledge Receivable	\$ 51,000
<b>TOTAL CURRENT ASSETS</b>	<b>\$ 787,879</b>
Investment	\$ 60,793
Pledge Receivable (pledged contributions for future programs Kenya)	\$ 151,200
<b>TOTAL ASSETS</b>	<b>\$ 999,872</b>

### LIABILITIES AND NET ASSETS

CURRENT LIABILITIES	
Accounts Payable	\$ 8,167
Credit Card Payable	\$ 626
Deferred Revenue	\$ 5,200
Pass-Through Payments	\$ 9,000
<b>TOTAL CURRENT LIABILITIES</b>	<b>\$ 22,993</b>
NET ASSETS	
Unrestricted	\$ 680,991
Grants Temporarily Restricted	\$ 295,887
<b>TOTAL NET ASSETS</b>	<b>\$ 976,878</b>
<b>TOTAL LIABILITIES + NET ASSETS</b>	<b>\$ 999,872</b>

## STATEMENT OF ACTIVITY



### CHANGE IN NET ASSETS WITHOUT RESTRICTION

REVENUE	
Donations unrestricted	\$ 67,439
Training + Consulting Fees	\$ 16,475
Affiliate Dues + New Affiliation Fees	\$ 535,046
Interest Income	\$ 2,082
Forgiveness of PPP Loan	\$ 97,335
Net Assets Release from Restrictions	\$ 135,238
<b>TOTAL REVENUE</b>	<b>\$ 853,615</b>

EXPENSES	
Program Service Expenses	
Staff Compensation	\$ 467,050
Staff and Board Meeting Expenses	\$ 11,711
Support and Training to Affiliates	\$ 119,839
<b>TOTAL PROGRAM EXPENSES</b>	<b>\$ 598,600</b>

Support Service Expenses	
Marketing + Promotions	\$ 22,385
General + Administrative	\$ 13,295
Insurance	\$ 3,000
Professional Fees	\$ 26,889
Bank Fees	\$ 1,902
Forgiven Dues	\$ 9,868
Fundraising Expenses	\$ 21,716
<b>TOTAL SUPPORT SERVICES</b>	<b>\$ 99,055</b>
<b>TOTAL EXPENSES</b>	<b>\$ 697,655</b>
<b>Change in Net Assets Without Restriction</b>	<b>\$ 155,960</b>

### CHANGE IN ASSETS WITH RESTRICTION

Revenues with Donor Restrictions	\$ 211,401
Net Assets Released from Restrictions	(\$ 135,238)
<b>Change in Assets With Restriction</b>	<b>\$ 76,163</b>
<b>Change in Net Assets</b>	<b>\$ 232,123</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>\$ 744,755</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 976,878</b>

# Looking Ahead

As we continue to lean into the age of agility, we're excited to develop new ways of supporting our local Love INCs in their work by:



**Leaning Inward as well as Outward** with an Executive Director retreat prior to our National Gathering in September so that our leaders can lean into the training that will be offered from a place of rest.



**Elevating Our Ability to Assess Excellence** by continuing to increase our opportunities for support and training through the return and expansion of our consultation offerings. We've also developed additional ways to streamline our ability to measure success with the creation of new automated Affiliate Key Performance Indicator (AKPI) and Missional Integrity Key Indicators (MIKI) measurement tools.



**Continuing to Strengthen our Foundation** through the ongoing release of additional marketing materials, such as tri-fold brochures, newsletter templates, and banners.



**Building our Breadth as well as Depth** by continuing to invest heavily in developing new affiliates and growing the Love INC Movement. 2022 brings the addition of three new Love INCs (Sierra Vista, Arizona, Wayne County, Ohio, and Ore/Ida, Oregon). We can't wait to see what God will do in these communities through this dynamic ministry. Yet bringing Love INC to communities across the country takes all of us—current local Love INCs, skilled National leaders, and dedicated supporters. So as we continue this year, we encourage you to take a moment and pray about what your role might be in the expansion of this essential work. When we work together as the body of Christ, we model this way of being for churches and communities, so that one day we might live in a world that's overflowing with Christian churches who are united in purpose and fully engaged in actively living out their faith by lovingly serving people in need in their communities.

CALLS RECEIVED

170,798

# The Love INC

LOVE INC LOCATIONS

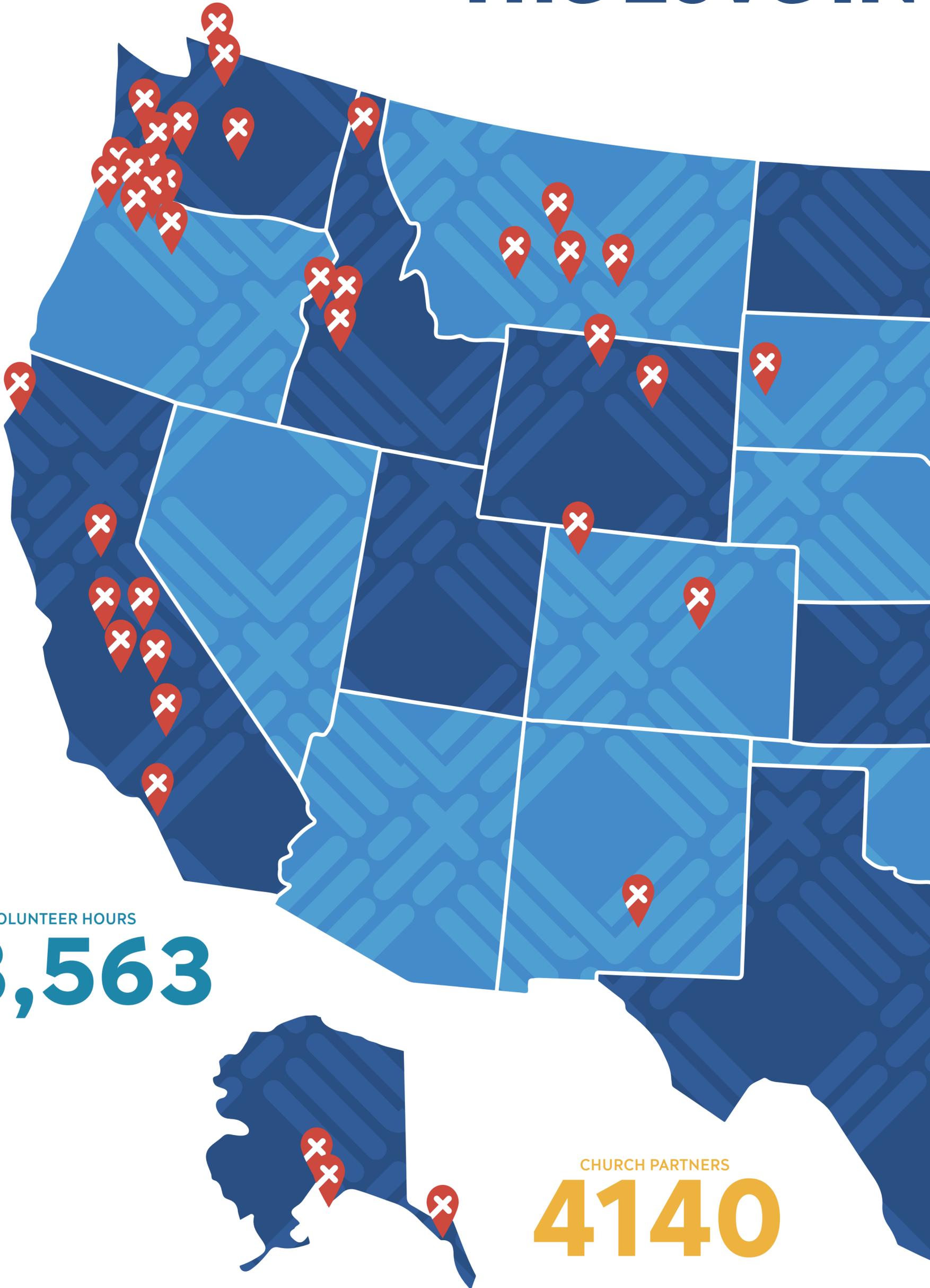
115

CHURCH VOLUNTEER HOURS

658,563

CHURCH PARTNERS

4140



# C Movement

UNIQUE INDIVIDUALS SERVED  
**126,155**

NEEDS MET  
**285,351**

COMMUNITIES IN DEVELOPMENT  
**40**

**Mobilizing local churches to transform lives and communities In the Name of Christ**

COMMUNITY ORGANIZATIONS  
**6900**

